



Missouri Department of Higher Education

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## 2016 President's & Chancellor's Compensation Survey

July 2016

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## **Public Four~Year Universities**

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Dwaun J. Warmack  
 Institution: Harris-Stowe State University  
 Phone: 314-340-3335  
 Contact Person: Brian M. Huggins, Vice President and Chief Financial Officer

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$217,000			\$220,996		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$23,257			\$23,723		
Long-term disability for self	\$307			\$313		
Deferred compensation						
Retirement benefit	\$36,825			\$37,503		
Other (please specify)						
Life Insurance	\$228			\$174		
A D and D Insurance	\$304			\$304		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$277,920	\$0	\$0	\$283,013	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$30,000			\$34,166		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,460			\$0		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Annuity	\$7,500			\$7,500		
TOTAL	\$44,960	\$0	\$0	\$41,666	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Kevin Rome  
 Institution: Lincoln University  
 Phone: 573 681-5019  
 Contact Person: Jim Marcantonio HR Director

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$221,500			\$223,000		
Medical/dental/vision insurance for self	\$6,552			\$6,854		
Medical/dental/vision insurance for spouse/family	\$11,362			\$12,000		
Long-term disability for self	\$1,018			\$1,226		
Deferred compensation						
Retirement benefit	\$13,644			\$13,737		
Other (please specify) Annuity	\$21,500			\$21,500		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$275,576	\$0	\$0	\$278,317	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$22,800			\$22,800		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$9,000			\$9,000		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships		\$8,025			\$9,000	
Other (please specify)						
TOTAL	\$31,800	\$8,025	\$0	\$31,800	\$9,000	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Alan D Marble - President  
 Institution: Missouri Southern State University  
 Phone: 417-625-9805  
 Contact Person: Evan Jewsbury - Director of Human Resources

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$183,917			\$184,217		
Medical/dental/vision insurance for self	\$6,165			\$7,066		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$238			\$238		
Deferred compensation	\$46,000		\$46,000	\$48,000		\$48,000
Retirement benefit	\$39,017			\$39,407		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$275,337	\$0	\$46,000	\$278,928	\$0	\$48,000

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,080			\$5,100		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,080	\$0	\$0	\$5,100	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Clif Smart  
Institution: Missouri State University  
Phone: (417) 836-4232  
Contact Person: Tina McManus - Controller

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$304,500			\$309,981		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$5,618			\$5,618		
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$310,118	\$0	\$0	\$315,599	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$40,000			\$40,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$7,773			\$7,907		
Other (please specify)						
TOTAL	\$47,773	\$0	\$0	\$47,907	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Drew Bennett  
Institution: Missouri State University  
Phone: 417-836-4232  
Contact Person: Tina McManus - Controller

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$158,401			\$161,252		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$158,401	\$0	\$0	\$161,252	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$6,125		\$2,942			
Utilities	\$1,871					
Housing allowance (provided for private rent/lease/purchase)	\$12,000			\$24,000		
Housekeeper						
Custodian, groundskeeper	\$3,650					
Insurance for personal property						
Entertainment	\$1,945	\$249		\$4,956	\$44	
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships		\$2,280			\$2,328	
Other (please specify)						
TOTAL	\$25,591	\$2,529	\$2,942	\$28,956	\$2,372	\$0



## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Robert Vartabedian  
 Institution: Missouri Western State University  
 Phone: 816-271-4587  
 Contact Person: Sally Sanders, Director of Human Resources

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$241,126			\$241,126		
Medical/dental/vision insurance for self	\$7,768			\$8,356		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$352			\$232		
Deferred compensation						
Retirement benefit	\$47,792			\$47,792		
Other Basic Life 752, Annuity 24,000	\$24,752			\$24,752		
Additional life insurance	Value					
	\$482,252					
Annuity	Value					
	\$24,000					
TOTAL	\$321,789	\$0	\$0	\$322,257	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$28,000			\$28,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$12,500			\$12,500		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$3,052			\$3,052		
Other (please specify) Campus Projects						
TOTAL	\$43,552	\$0	\$0	\$43,552	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. John Jasinski  
 Institution: Northwest Missouri State University  
 Phone: 660-562-1129  
 Contact Person: Anne Long

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$255,000			\$258,315		
Medical/dental/vision insurance for self	\$7,890			\$7,919		
Medical/dental/vision insurance for spouse/family	\$14,548			\$10,884		
Long-term disability for self	\$206			\$332		
Deferred compensation	\$12,000			\$12,000		
Retirement benefit	\$48,442			\$49,521		
Other (please specify) Basic Life Insurance (1x annual salary)	\$450			\$544		
Additional life insurance	\$259,000					
	(1x annual salary provided)					
Annuity	Value					
TOTAL	\$338,536	\$0	\$0	\$339,516	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$9,000			\$9,000
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile			\$16,800			\$16,800
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships			\$1,200			\$1,200
Other (please specify)						
TOTAL	\$0	\$0	\$27,000	\$0	\$0	\$27,000

## 2016 President's/Chancellor's Compensation Survey

Name: Kenneth W. Dobbins  
 Institution: Southeast Missouri State University  
 Phone: (573) 986-6192  
 Contact Person: Melissia Coffee

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$235,010					
Medical/dental/vision insurance for self	\$6,405					
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$216					
Deferred compensation						
Retirement benefit	\$50,912					
Other (please specify)	\$926					
(Life Insurance, AD&D, Employee Assistance Program, Parking, and Cafeteria Plan)						
Additional life insurance	\$0					
Annuity	\$65,000					
TOTAL	\$293,469	\$0	\$0		\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing ( <b>Estimated Rental Value</b> )	\$30,000					
Utilities (Elec/Gas and Water/Sewer)	\$7,175					
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$0					
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$37,175	\$0	\$0	\$0	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Carlos Vargas-Aburto  
 Institution: Southeast Missouri State University  
 Phone: (573) 986-6192  
 Contact Person: Melissia Coffee

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$270,000		
Medical/dental/vision insurance for self				\$4,989		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self				\$216		
Deferred compensation						
Retirement benefit				\$17,317		
Other (please specify)				\$1,098		
(Life Insurance, AD&D, Employee Assistance Program, Parking, and Cafeteria Plan)						
Additional life insurance						
Annuity						
TOTAL	\$0	\$0	\$0	\$293,620	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing ( <b>Estimated Rental Value</b> )				\$30,000		
Utilities (Elec/Gas and Water/Sewer)				\$7,175		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile				\$5,350		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$42,525	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Troy D. Paino  
 Institution: Truman State University  
 Phone: 660-785-4100  
 Contact Person: Dave Rector

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$230,000			\$241,500		
Medical/dental/vision insurance for self	\$6,566			\$6,675		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$221			\$210		
Deferred compensation						
Retirement benefit	\$39,031		\$24,863	\$40,982		\$26,758
Other (please specify)						
Basic Life	\$304			\$266		
AD&D	\$55			\$53		
FICA/Medicare	\$10,794			\$10,849		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$286,971	\$0	\$24,863	\$300,535	\$0	\$26,758

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities	\$11,397			\$11,625		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper	\$3,211			\$3,275		
Custodian, groundskeeper	\$2,084			\$2,126		
Insurance for personal property	\$406			\$406		
Entertainment		\$5,661			\$5,775	
Automobile	\$3,107			\$3,170		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships		\$1,485			\$1,500	
Other (please specify)						
TOTAL	\$20,205	\$7,146	\$0	\$20,602	\$7,275	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Charles M. Ambrose  
 Institution: University of Central Missouri  
 Phone: 660-543-4113  
 Contact Person: Susan Brockhaus

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$272,550			\$297,550		
Medical/dental/vision insurance for self	\$7,445			\$7,817		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$462			\$462		
Deferred compensation	\$25,000			\$25,000		
Retirement benefit	\$16,481			\$16,789		
Other (please specify) Relocation incentive	\$20,000			\$20,000		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$341,938	\$0	\$0	\$367,618	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$23,556			\$23,556
Utilities	\$8,951			\$9,300		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper	\$8,525			\$8,700		
Custodian, groundskeeper	\$8,719			\$8,750		
Insurance for personal property						
Entertainment	\$1,186	\$794		\$1,200	\$1,000	
Automobile	\$6,361			\$7,900		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development	\$2,249	\$9		\$2,500		
Expense for spouse/family to attend meetings		\$1,776			\$2,000	
Club/other memberships	\$50	\$2,907		\$55	\$2,907	
Other (please specify)						
TOTAL	\$36,041	\$5,486	\$23,556	\$38,405	\$5,907	\$23,556

## 2016 President's/Chancellor's Compensation Survey

Name: Michael Middleton - President (interim)  
 Institution: University of Missouri System  
 Phone: 573-884-2021  
 Contact Person: Debora Hulett, Senior Compensation Consultant

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$211,541			\$211,541		
Medical/dental/vision insurance for self	\$3,832			\$5,781		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$219			\$296		
Deferred compensation	\$0			\$0		
Retirement benefit	\$24,518			\$37,191		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$240,110	\$0	\$0	\$254,809	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$28,800			\$28,800		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$17,214			\$17,214		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$46,014	\$0	\$0	\$46,014	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Henry Foley - Chancellor (interim)  
Institution: University of Missouri - Columbia  
Phone: 573-884-2021  
Contact Person: Debora Hulett, Senior Compensation Consultant

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$364,583			\$364,583		
Medical/dental/vision insurance for self	\$5,109			\$5,781		
Medical/dental/vision insurance for spouse/family	\$2,129			\$5,781		
Long-term disability for self	\$268			\$296		
Deferred compensation	\$55,000			\$0		
Retirement benefit	\$27,891			\$30,772		
Other (please specify)						
Incentive	\$33,250					
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$488,230	\$0	\$0	\$407,213	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$13,772			\$13,772		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$13,772	\$0	\$0	\$13,772	\$0	\$0



## 2016 President's/Chancellor's Compensation Survey

Name: Leo Morton - Chancellor  
 Institution: University of Missouri - Kansas City  
 Phone: 573-884-2021  
 Contact Person: Debora Hulett, Senior Compensation Consultant

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$296,514			\$296,514		
Medical/dental/vision insurance for self	\$4,257			\$5,781		
Medical/dental/vision insurance for spouse/family	\$4,257			\$5,781		
Long-term disability for self	\$293			\$296		
Deferred compensation	\$53,000			\$53,000		
Retirement benefit	\$41,007			\$40,205		
Other (please specify)						
Incentive						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$399,328	\$0	\$0	\$401,577	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$57,300			\$57,300		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$13,080			\$13,080		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$70,380	\$0	\$0	\$70,380	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Cheryl Schrader - Chancellor  
 Institution: Missouri University of Science & Technology (Rolla)  
 Phone: 573-884-2021  
 Contact Person: Debora Hulett, Senior Compensation Consultant

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$302,083			\$302,083		
Medical/dental/vision insurance for self	\$4,257			\$4,857		
Medical/dental/vision insurance for spouse/family	\$7,774			\$7,774		
Long-term disability for self	\$293			\$296		
Deferred compensation	\$51,000			\$51,000		
Retirement benefit	\$35,012			\$37,526		
Other (please specify)						
Incentive	\$27,700			\$27,700		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$428,119	\$0	\$0	\$431,236	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$12,480			\$12,480		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$13,369			\$13,369		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$25,849	\$0	\$0	\$25,849	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Thomas George - Chancellor  
 Institution: University of Missouri - St. Louis  
 Phone: 573-884-2021  
 Contact Person: Debora Hulett, Senior Compensation Consultant

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$318,250			\$318,250		
Medical/dental/vision insurance for self	\$5,109			\$6,381		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$293			\$296		
Deferred compensation	\$53,000			\$53,000		
Retirement benefit	\$36,795			\$35,594		
Other (please specify)						
Incentive	\$31,444			\$31,444		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$444,891	\$0	\$0	\$444,965	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing (FMV=234,000; estimated rental value = \$5,000/month)	\$5,000			\$5,000		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$8,000			\$8,000		
Automobile allowance (provided for private lease/purchase)	\$1,971			\$1,971		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$14,971	\$0	\$0	\$14,971	\$0	\$0

# Public Two-Year Colleges

## 2016 President's/Chancellor's Compensation Survey

Name: Jennifer Methvin  
 Institution: Crowder College  
 Phone: (417) 455-5533  
 Contact Person: Amy Rand

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$156,863			\$156,863		
Medical/dental/vision insurance for self	\$6,600			\$6,600		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$23,702			\$23,702		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$187,165	\$0	\$0	\$187,165	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$15			\$15		
Other (please specify)						
TOTAL	\$15	\$0	\$0	\$15	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Carl J. Bauer  
 Institution: East Central College  
 Phone: 636-584-6712  
 Contact Person: Wendy Hartmann, Director of Human Resources

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$143,800			\$147,755		
Medical/dental/vision insurance for self	\$7,389			\$7,260		
Medical/dental/vision insurance for spouse/family	\$7,013			\$7,126		
Long-term disability for self	\$205			\$224		
Deferred compensation						
Retirement benefit	\$22,357			\$22,476		
Other (please specify)						
Travel	\$6,000			\$6,000		
Health Savings Account	\$5,100			\$5,200		
Life Insurance	\$156			\$139		
Additional life insurance	\$140,000	The college provides \$100,000 Basic Life- Dr. Bauer purchased an additional \$140,000				
The college provides \$100,000 Basic Life- Dr. Bauer purchased an additional \$140,000						
Annuity	Value					
TOTAL	\$192,020	\$0	\$0	\$196,180	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Ray Cummiskey, President  
 Institution: Jefferson College  
 Phone: (636)481-3120  
 Contact Person: Daryl Gehbauer, Vice President Finance and Administration

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$198,934			\$212,022		
Medical/dental/vision insurance for self	\$4,590			\$5,454		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$236			\$236		
Deferred compensation	\$0			\$0		
Retirement benefit	\$29,857			\$31,853		
Other (please specify) Insurance Reimbursement	\$2,025			\$1,821		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$235,642	\$0	\$0	\$251,387	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200	\$0	\$0	\$0	\$0	\$0
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$1,200	\$0	\$0	\$0	\$0	\$0
TOTAL	\$8,400	\$0	\$0	\$0	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Mark James - Chancellor  
 Institution: Metropolitan Community College  
 Phone: 816-604-1011  
 Contact Person: Shelley Kneuvean 816-604-1253

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$237,651			\$251,256		
Medical/dental/vision insurance for self	\$9,956			\$9,435		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$840			\$882		
Deferred compensation						
Retirement benefit	\$33,456			\$36,432		
Other (please specify)						
403(b)	\$1,000			\$1,000		
Life Insurance	\$1,713		\$571	\$1,814		\$605
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$284,616	\$0	\$571	\$300,819	\$0	\$605

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$3,552			\$3,600		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$3,552	\$0	\$0	\$3,600	\$0	\$0



## 2016 President's/Chancellor's Compensation Survey

Name: Michael Banks - President  
 Institution: Metropolitan Community College - Blue River  
 Phone: 816-604-6542  
 Contact Person: Shelley Kneuvean - 816-604-1253

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$157,590			\$162,633		
Medical/dental/vision insurance for self	\$7,062			\$7,840		
Medical/dental/vision insurance for spouse/family	\$9,792			\$9,856		
Long-term disability for self	\$588			\$588		
Deferred compensation						
Retirement benefit	\$22,851					
Other (please specify)				\$23,582		
403(b)	\$1,000			\$1,000		
Life Insurance	\$1,135		\$379	\$1,171		\$391
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$200,018	\$0	\$379	\$206,670	\$0	\$391

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$4,334			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$4,334	\$0	\$0	\$7,200	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Jackie Gill (Hire date 2/29/2016 - salary/benefits pro-rated)-President  
 Institution: Metropolitan Community College - BTC  
 Phone: 816-604-5250  
 Contact Person: Shelley Kneuvean 816-604-1253

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$51,688		
Medical/dental/vision insurance for self				\$6,533		
Medical/dental/vision insurance for spouse/family				\$0		
Long-term disability for self				\$455		
Deferred compensation						
Retirement benefit				\$7,498		
Other (please specify)						
403(b)				\$0		
Life Insurance				\$1,087		\$362
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$0	\$0	\$0	\$67,261	\$0	\$362

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage				\$3,000		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$3,000	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Kirk Nooks - President  
 Institution: Metropolitan Community College - Longview  
 Phone: 816-604-2414  
 Contact Person: Shelley Kneuvean 816-604-1253

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$150,000			\$154,800		
Medical/dental/vision insurance for self	\$7,062			\$7,840		
Medical/dental/vision insurance for spouse/family	\$9,792			\$9,856		
Long-term disability for self	\$546			\$546		
Deferred compensation						
Retirement benefit	\$21,750			\$22,446		
Other (please specify)						
403(b)	\$0			\$0		
Life Insurance	\$1,080		\$360	\$1,116		\$372
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$190,230	\$0	\$360	\$196,604	\$0	\$372

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$2,965			\$7,200		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$2,965	\$0	\$0	\$7,200	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Utpal Goswami  
Institution: Metropolitan Community College - Maple Woods  
Phone: 816-604-3046  
Contact Person: Shelley Kneuvean 816-604-1253

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$155,000			\$159,960		
Medical/dental/vision insurance for self	\$7,062			\$7,840		
Medical/dental/vision insurance for spouse/family	\$9,792			\$6,172		
Long-term disability for self	\$546			\$588		
Deferred compensation						
Retirement benefit	\$22,475			\$23,194		
Other (please specify)						
403(b)	\$1,000			\$1,000		
Life Insurance	\$1,116		\$372	\$1,152		\$384
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$196,991	\$0	\$372	\$199,906	\$0	\$384

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$5,383			\$7,200		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$5,383	\$0	\$0	\$7,200	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Joseph Seabrooks  
Institution: Metropolitan Community College - Penn Valley  
Phone: 816-604-4205  
Contact Person: Shelley Kneuvean 816-604-1253

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$169,313			\$174,731		
Medical/dental/vision insurance for self	\$7,062			\$7,840		
Medical/dental/vision insurance for spouse/family	\$9,792			\$9,856		
Long-term disability for self	\$630			\$630		
Deferred compensation						
Retirement benefit	\$24,550			\$25,336		
Other (please specify)						
403(b)	\$1,000			\$1,000		
Life Insurance	\$1,219		\$408	\$1,260		\$420
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$213,566	\$0	\$408	\$220,653	\$0	\$420

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$2,990			\$7,200		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$2,990	\$0	\$0	\$7,200	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Steven Kurtz  
 Institution: Mineral Area College  
 Phone: 573-518-2129  
 Contact Person: Lisa Clauser

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$166,967			\$171,976		
Medical/dental/vision insurance for self	\$6,840			\$6,939		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$245			\$223		
Deferred compensation	\$21,000			\$23,000		
Retirement benefit	\$25,202			\$25,943		
Other (please specify) Mid-Year Merit	\$0			\$101		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$220,254	\$0	\$0	\$228,182	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$5,350			\$5,350		
Automobile allowance (provided for private lease/purchase)	\$1,552			\$1,552		
Automobile repair/maintenance/mileage	\$406			\$448		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify) Cell Phone	\$1,043			\$1,321		
TOTAL	\$8,351	\$0	\$0	\$8,671	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Jeffery C. Lashley  
 Institution: Moberly Area Community College  
 Phone: 660-263-4110 X11274  
 Contact Person: Gary D. Steffes

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$171,750			\$180,000		
Medical/dental/vision insurance for self	\$8,183			\$8,565		
Medical/dental/vision insurance for spouse/family	\$10,103			\$11,684		
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$24,785			\$26,037		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$214,821	\$0	\$0	\$226,286	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$630			\$630		
TOTAL	\$630	\$0	\$0	\$630	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Neil Nuttall  
 Institution: North Central Missouri College  
 Phone: 660-359-3948, ext 1500  
 Contact Person: Tyson Otto, CFO

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$132,922			\$135,580		
Medical/dental/vision insurance for self	\$5,874			\$5,580		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$21,286			\$21,628		
Other (please specify)						
Life Insurance	\$161			\$161		
Additional life insurance	\$50,000					
Annuity	Value					
TOTAL	\$160,243	\$0	\$0	\$162,949	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment		\$1,200			\$1,200	
Automobile	\$8,000			\$8,000		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$6,739			\$10,500		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$960			\$500		
Other (please specify)						
Medical Allowance	\$500			\$500		
Phone Allowance	\$720			\$720		
TOTAL	\$16,919	\$1,200	\$0	\$20,220	\$1,200	\$0



## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Hal Higdon  
 Institution: Ozarks Technical Community College  
 Phone: 417-447-4842  
 Contact Person: Marla Moody

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$241,638			\$246,472		
Medical/dental/vision insurance for self	\$5,969			\$6,159		
Medical/dental/vision insurance for spouse/family	\$10,683		\$10,683	\$8,598		\$8,598
Long-term disability for self	\$151			\$130		
Deferred compensation						
Retirement benefit	\$40,983			\$41,712		
Other (please specify)						
Group Term Life Insurance	\$111			\$102		
Health and Wellness Center	\$600			\$600		
403b	\$23,000		\$23,000	\$23,000		\$23,000
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$323,135	\$0	\$33,683	\$326,773	\$0	\$31,598

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$12,000			\$12,000		
Automobile repair/maintenance/mileage	\$1,222			\$503		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$420			\$420		
Other (please specify)						
TOTAL	\$13,642	\$0	\$0	\$12,923	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Jeffrey Jochems  
Institution: Ozarks Technical Community College  
Phone: 417-447-4842  
Contact Person: Marla Moody

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$126,072			\$131,112		
Medical/dental/vision insurance for self	\$6,014			\$6,298		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$151			\$130		
Deferred compensation						
Retirement benefit	\$19,151			\$19,910		
Other (please specify)						
Group Term Life Insurance	\$111			\$102		
Health and Wellness Center	\$600			\$600		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$152,099	\$0	\$0	\$158,152	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$2,638			\$1,777		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$2,638	\$0	\$0	\$1,777	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Mr. Cliff Davis  
Institution: Ozarks Technical Community College  
Phone: (417) 447-4842  
Contact Person: Marla Moody

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures (11/1/14-6/30/15)			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$84,048			\$131,112		
Medical/dental/vision insurance for self	\$4,030			\$6,219		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$94			\$130		
Deferred compensation						
Retirement benefit	\$12,770			\$19,910		
Other (please specify)						
Group Term Life Insurance	\$71			\$102		
Health and Wellness Center	\$400			\$600		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$101,413	\$0	\$0	\$158,073	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$6,400			\$9,600		
Automobile repair/maintenance/mileage	\$5,385			\$3,371		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$11,785	\$0	\$0	\$12,971	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Ronald Chesbrough  
 Institution: St. Charles Community College  
 Phone: 636-922-8300  
 Contact Person: Donna M. Davis

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$206,936			\$212,110		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$30,006			\$30,756		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$236,942	\$0	\$0	\$242,866	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$13,200			\$13,200		
Other (please specify)						
Cell Phone	\$1,560			\$1,560		
TOTAL	\$21,960	\$0	\$0	\$21,960	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Jeff L. Pittman, Chancellor  
 Institution: St. Louis Community College  
 Phone: 314-539-5208  
 Contact Person: Ron Portman, Supervisor of Payroll

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$260,000		
Medical/dental/vision insurance for self				\$42		
Medical/dental/vision insurance for spouse/family				\$34		
Long-term disability for self				\$272		
Deferred compensation						
Retirement benefit				\$39,316		
Other (please specify)						
403(b)						\$18,000
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$0	\$0	\$0	\$299,664	\$0	\$18,000

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing				\$29,000		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile				\$11,100		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$40,100	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Dennis F. Michaelis, Interim Chancellor  
 Institution: St. Louis Community College  
 Phone: 314-539-5208  
 Contact Person: Ron Portman, Supervisor of Payroll

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$343,524					
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$343,524	\$0	\$0	\$0	\$0	\$0

### Other Compensation:

**\*Amount reflects money paid to Registry for College and University Presidents**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Ruby Curry, Interim President  
 Institution: St. Louis Community College-Florissant Valley  
 Phone: 314-539-5208  
 Contact Person: Ron Portman, Supervisor of Payroll

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$156,405			\$159,533		
Medical/dental/vision insurance for self	\$6,974			\$7,138		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$272			\$272		
Deferred compensation						
Retirement benefit	\$23,690			\$24,167		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$187,341	\$0	\$0	\$191,110	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Roderick Nunn, Interim President  
Institution: St. Louis Community College-Forest Park  
Phone: 314-539-5208  
Contact Person: Ron Portman, Supervisor of Payroll

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$156,405			\$119,650		
Medical/dental/vision insurance for self	\$6,974			\$5,353		
Medical/dental/vision insurance for spouse/family	\$60			\$269		
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$23,690			\$18,125		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$187,129	\$0	\$0	\$143,397	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0



## 2016 President's/Chancellor's Compensation Survey

Name: Pamela McIntyre, President  
Institution: St. Louis Community College-Meramec  
Phone: 314-539-5208  
Contact Person: Ron Portman, Supervisor of Payroll

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$169,406			\$14,400		
Medical/dental/vision insurance for self	\$6,974			\$0		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$272			\$0		
Deferred compensation						
Retirement benefit	\$25,575			\$2,088		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$202,227	\$0	\$0	\$16,488	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

## 2015 President's/Chancellor's Compensation Survey

Name: Dr. Joanna Anderson  
 Institution: State Fair Community College  
 Phone: (660) 596-7301  
 Contact Person: Garry Sorrell

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2014 Actual Expenditures			FY 2015 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$150,000			\$153,000		
Medical/dental/vision insurance for self	\$6,475			\$6,740		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$22,744			\$22,932		
Other (please specify) (Paid life insurance)	\$252			\$252		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$179,471	\$0	\$0	\$182,924	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2014 Actual Expenditures			FY 2015 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$16,800			\$16,800		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$4,800			\$4,800		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify) (Cell phone stipend)	\$1,200			\$1,200		
TOTAL	\$22,800	\$0	\$0	\$22,800	\$0	\$0

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Wesley Payne  
 Institution: Three Rivers Community College  
 Phone: 573-840-9105  
 Contact Person: Anita Freeman

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$175,000			\$180,250		
Medical/dental/vision insurance for self	\$6,732			\$6,346		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$26,351			\$27,057		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$208,083	\$0	\$0	\$213,653	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$10,500			\$12,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$588			\$588		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$720			\$800		
TOTAL	\$11,808	\$0	\$0	\$13,388	\$0	\$0

# State Technical College

## 2016 President's/Chancellor's Compensation Survey

Name: Dr. Donald M. Claycomb  
 Institution: State Technical College of Missouri  
 Phone: 573-897-5000  
 Contact Person: Jenny Jacobs

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$188,468			\$200,000		
Medical/dental/vision insurance for self	\$6,235			\$6,600		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$31,983			\$33,940		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$226,686	\$0	\$0	\$240,540	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2015 Actual Expenditures			FY 2016 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$5,600			\$5,600		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$1,113			\$600		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$6,713	\$0	\$0	\$6,200	\$0	\$0